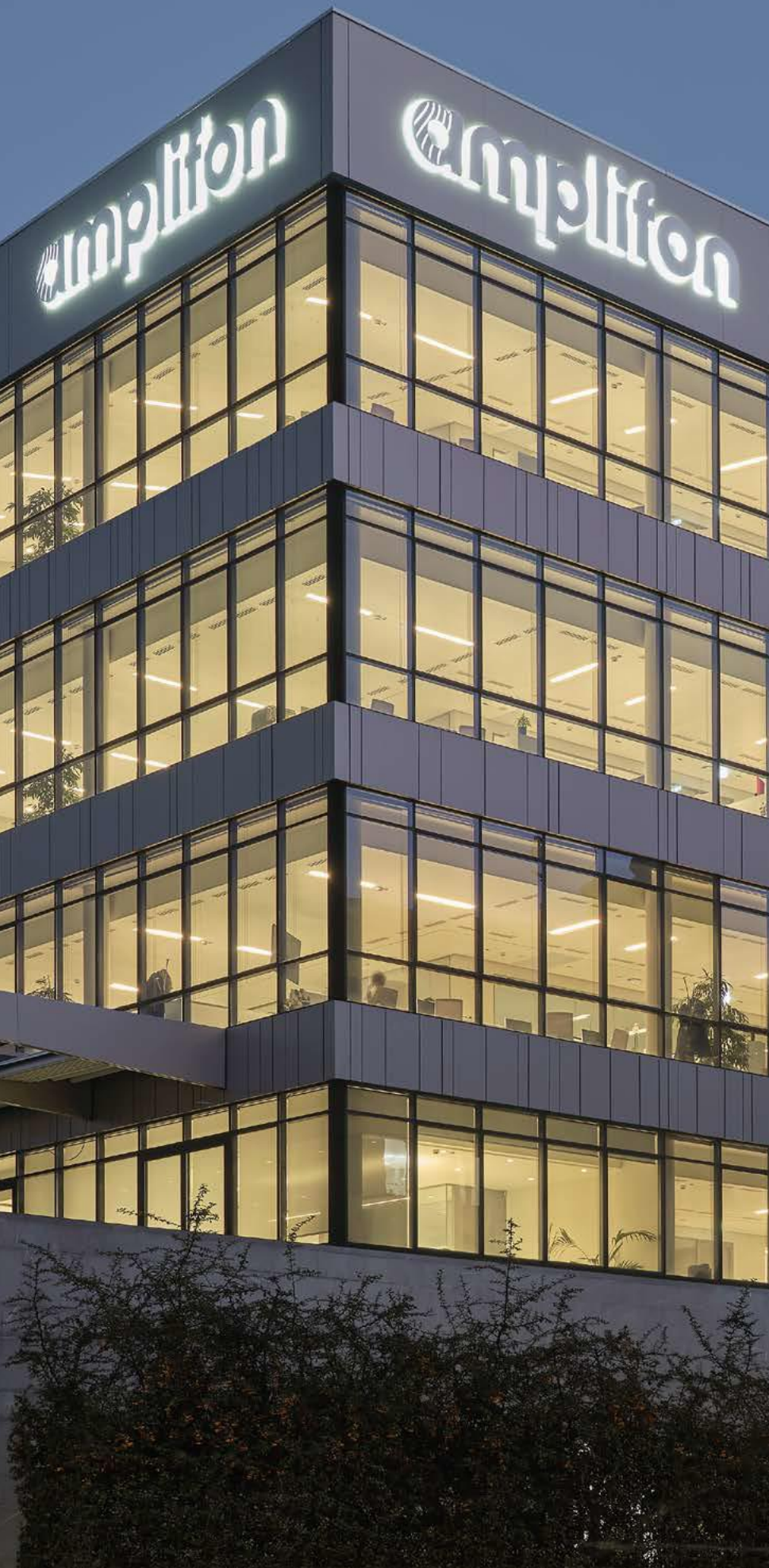


ENVIRONMENTAL POLICY



amplifon

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I. PURPOSE AND SCOPE OF APPLICATION

This Environmental Policy (hereafter referred to as the “**Policy**”) aims to define at every organisational level the priorities and areas of commitment of Amplifon S.p.A. (“**Amplifon**” or the “**Company**”) and its subsidiaries (collectively referred to as the “**Amplifon Group**” or the “**Group**”) with respect to environmental themes, it applies both to the Group’s business activities and facilities and to its internal and external stakeholders.

This Policy has been developed in alignment with the Amplifon Group’s Code of Ethics and Sustainability Policy (both documents are available on [Amplifon’s corporate website](#)). Its purpose is twofold: to guide all employees and collaborators of the Amplifon Group — whether working in company-owned stores or offices — to act responsibly in the day-to-day management of their activities, and to provide a clear and transparent framework for the Group’s commitment to the environment.

Amplifon places increasing importance on environmental issues and the challenges associated with climate change. Accordingly, it is committed to counteracting the effects of climate change through targeted initiatives aimed at energy efficiency, climate adaptation, and mitigation. The Company monitors its activities not only within its offices and directly owned stores but also across its entire value chain. By leveraging its intangible assets and social impact, Amplifon supports the development of an increasingly sustainable business model to meet the needs of its stakeholders, promoting efficiency and digitalisation processes inherent to its business, always in full compliance with applicable regulations. Furthermore, it implements measures to enhance the resilience of its operations and infrastructure to the impacts of climate change, adopting sustainable practices to address the risks associated with current and future extreme weather events. To reinforce its commitments, Amplifon undertakes to avoid investments in operations related to the expansion of the fossil fuel sector.

This Policy is available on Amplifon’s corporate website and applies to all employees and collaborators of the Group, including all offices, headquarters, and the entire global network of directly owned stores.

2. AREAS OF COMMITMENT

As a global leader in hearing solutions and services, the Amplifon Group conducts its business responsibly, safeguarding the planet and minimising its environmental impact through the following areas of commitment:

- **Improving and monitoring environmental performance**
- **Promoting best practices, awareness and training**
- **Compliance with current regulations**
- **Transparency with stakeholders**
- **Monitoring and managing environmental and climate risks**

2.1 Improving and Monitoring Environmental Performance

Despite Amplifon's business model is centred on retail and hearing care services, with no industrial or manufacturing activities, the company recognises that a comprehensive understanding of our environmental impact is essential to making its business increasingly sustainable. For this reason, Amplifon is committed to progressively monitoring and improving its performances across the main areas of environmental impact:

- **Energy consumption** in Amplifon's offices and directly owned stores. The company aims to identify opportunities for energy efficiency, reduce consumption, and increase the use of renewable energy sources, while monitoring the energy intensity of the business activities. Amplifon is committed to using 100% of its electricity from renewable sources.
- **Greenhouse gas emissions.** To gain a complete view of the Group's carbon footprint, the company estimates direct emissions related to Amplifon's activities (Scope 1), indirect emissions from purchased electricity and thermal energy consumption (Scope 2), as well as other indirect emissions generated across the entire value chain (Scope 3), including indirect stores such as shop-in-shops, corners, franchise stores, and self-managed agents (ATGs). A comprehensive inventory of the Group's greenhouse gas emissions provides a solid foundation for identifying and implementing targeted actions to reduce the Group's overall carbon footprint.
- **Waste and circularity.** Amplifon is committed to monitoring and ensuring the proper management of waste generated directly or indirectly by its business activities, with the aim of evaluating potential strategies for reduction, reuse or recycling, as well as exploring circular opportunities within its business in collaboration with Amplifon's partners.
- **Water consumption.** The company ensures an estimate of water usage across its offices and directly owned stores, even though the impact of its activities on water resources is minimal and limited to domestic use. This monitoring is accompanied by the measurement and disclosure of relevant KPIs designed to analyse and improve the Group's environmental performance, including the establishment of specific objectives and targets related to these topics. Amplifon reserves the right to modify, update, and/or introduce KPIs as necessary to respond to

regulatory requirements and ensure the highest levels of transparency and completeness in its reporting. Finally, the Company is committed, wherever possible, to progressively integrating environmental considerations into its business decisions (e.g., store layout, new product launches, management of facilities, etc.), with the aim of contributing more effectively and tangibly to environmental protection.

2.2 Promoting best practices, awareness and training

As part of its operations, Amplifon is committed to promoting and coordinating global and local initiatives aimed at reducing the environmental impact of its business activities (e.g., purchasing certified renewable electricity, encouraging waste separation, implementing energy efficiency and/or consumption reduction initiatives, promoting sustainable mobility, etc.). Amplifon also strives to enhance awareness and engagement among employees and other key stakeholders of the Group on environmental issues, including the impacts covered by this policy, through awareness-raising and communication activities. To strengthen expertise and maximise the quality of collected data, Amplifon is committed to regularly providing training and induction sessions to support local managers in the collection, management, and monitoring of key environmental data.

2.3 Compliance with current regulations

The Group is committed to complying with current and applicable environmental regulations and any other applicable requirements in all the countries where it operates. The Company also undertakes to constantly monitor developments in the regulatory landscape to ensure ongoing compliance, including matters related to biodiversity and ecosystem protection, even though these are not materially relevant to the Group's business. Moreover, Amplifon is committed to respecting the Ten Principles of the UN Global Compact, integrating them into its activities and promoting responsible business practices throughout the organisation. The Company also pledges not to support activities that oppose the development of climate regulations.

2.4 Transparency with stakeholders

Amplifon is committed to maximum transparency towards all key stakeholders with regard to environmental issues. To this end, we ensure transparent sustainability reporting by publishing its environmental performance in line with leading reporting standards and regulatory requirements, including third-party certification where applicable.

The Company promotes open and transparent dialogue on these topics, making them a subject of discussion in stakeholder engagement activities to ensure alignment with their expectations and viewpoints.

This transparency is further supported by Amplifon's commitment to responsible supply chain management. To this end, the Board of Directors of Amplifon S.p.A. has adopted the Supplier Code of

Conduct to identify and define the principles and standards of conduct required of all suppliers and business partners concerning business ethics, compliance, anti-corruption, human and labour rights, diversity and inclusion, health, safety, and the environment.

Furthermore, in order to ensure the implementation of the above-mentioned standards, Amplifon identifies and analyses potential ESG risks along the supply chain through a supplier assessment framework and, where necessary, collaborates with suppliers to implement initiatives to improve ESG practices.

2.5 Monitoring and managing environmental and climate risks

As part of the Group's Enterprise Risk Management process, Amplifon is committed to identifying and assessing the main risks and opportunities related to sustainability, including environmental issues, as well as defining management, mitigation, and/or adaptation strategies.

Given the growing importance of environmental topics, particularly those related to climate change mitigation and adaptation, Amplifon is committed to progressively implementing and integrating reporting practices aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This ensures comprehensive and transparent disclosure of climate-related risks, potential impacts, and business opportunities.

3. APPROVAL

Amplifon's Global IR & Sustainability function, with active support from the relevant corporate functions, periodically reviews, implements, and, where appropriate, updates and monitors this Policy.

In line with the sustainability aspects linked to the Company's activities and the Sustainability Policy, the priorities and areas of commitment outlined in this Policy regarding environmental themes are overseen by Amplifon's Control, Risks, and Sustainability Committee. The Committee's role is to support the Company's Board of Directors in fulfilling its duties.

This Policy was reviewed and approved by Amplifon's Chief Executive Officer in December 2024.